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Suggested Evaluation Criteria:

- Based on achievement of a work product and demonstration of organizational values (as defined below)
- Grouped into three award categories

Organizational value	Behavioral definition
Teamwork and Collaboration	<ul style="list-style-type: none"><li>▪ Builds strong and positive working relationships</li><li>▪ Shares knowledge, skills, and expertise with team members</li><li>▪ Helps others, and encourages and recognizes the contributions of others</li><li>▪ Promotes open communications</li></ul>
Entrepreneurship	<ul style="list-style-type: none"><li>▪ Accepts risk-taking in order to pursue opportunities that will benefit the overall team</li><li>▪ Exhibits creative thought and action</li><li>▪ Provides strategic insight to help overcome obstacles</li><li>▪ Demonstrates motivation to take on new skills and responsibilities</li></ul>
Excellence	<ul style="list-style-type: none"><li>▪ Goes beyond the current standards to set a new work standard</li><li>▪ Gives best effort all the time</li><li>▪ Constantly and proactively strives for improvement</li><li>▪ Delivers high-quality work product within constraints of time, budget, and staffing resources</li></ul>
Leadership	<ul style="list-style-type: none"><li>▪ Plays a variety of leadership roles (e.g., driving, delegating, supporting, coaching) as appropriate</li><li>▪ Translates broad strategies into specific objectives and action plans</li><li>▪ Actively seeks a solution or resolution to obstacles or other roadblocks</li><li>▪ Nurtures commitment to a common vision and shared values</li></ul>
Ethics/Fairness	<ul style="list-style-type: none"><li>▪ Creates and maintains positive morale and productivity</li><li>▪ Actively promotes a harassment-free work environment</li><li>▪ Uses inclusive work and decision processes and is consistent and non-discriminatory in the treatment of staff</li><li>▪ Takes initiative to identify and/or recruit minority, female, and/or disabled persons as team members</li><li>▪ Carries out the public trust in an impartial and judicious manner</li><li>▪ Demonstrates equity and balance and accurate and appropriate disclosure in all financial actions</li><li>▪ Avoids any real or apparent conflicts of interest</li></ul>

<b>Award Category</b>	<b>Selection Criteria</b>	<b>Eligibility</b>
1	<p>Demonstrates strong performance in achieving a work product that:</p> <ul style="list-style-type: none"> <li>▪ Is successful in that it: <ul style="list-style-type: none"> <li>- Helps the CIO Council to achieve its mission, goals and objectives</li> <li>- Fulfills an unmet need, as defined by the CIO Council</li> <li>- Has a significant, positive, and measurable impact, where impact is defined by the stated objectives of the work product</li> <li>- Is delivered within the time and cost limits allocated to the work product</li> </ul> </li> <li>▪ Benefits an individual federal agency</li> </ul> <p>While demonstrating strong performance in three of the five following organizational values:</p> <ul style="list-style-type: none"> <li>▪ Teamwork and collaboration</li> <li>▪ Entrepreneurship</li> <li>▪ Excellence</li> <li>▪ Leadership</li> <li>▪ Ethics/Fairness</li> </ul>	Any CIOC or project team member is eligible, either as an individual or as part of a team
2	<p>Demonstrates superior performance in achieving a work product that:</p> <ul style="list-style-type: none"> <li>▪ Is successful in that it: <ul style="list-style-type: none"> <li>- Helps the CIO Council to achieve its mission, goals and objectives</li> <li>- Fulfills an unmet need, as defined by the CIO Council</li> <li>- Has a significant, positive, and measurable impact, where impact is defined by the stated objectives of the work product</li> <li>- Is delivered within the time and cost limits allocated to the work product</li> </ul> </li> <li>▪ Benefits multiple federal agencies</li> </ul> <p>While demonstrating superior performance in four of the five following organizational values:</p> <ul style="list-style-type: none"> <li>▪ Teamwork and collaboration</li> <li>▪ Entrepreneurship</li> <li>▪ Excellence</li> <li>▪ Leadership</li> <li>▪ Ethics/Fairness</li> </ul>	Any CIOC or project team member is eligible, either as an individual or as part of a team
3	<p>Demonstrates exceptional performance in achieving a work product that:</p> <ul style="list-style-type: none"> <li>▪ Is successful in that it:</li> </ul>	Any CIOC or project team member is eligible, either

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	<ul style="list-style-type: none"> <li>- Helps the CIO Council to achieve its mission, goals and objectives</li> <li>- Fulfills an unmet need, as defined by the CIO Council</li> <li>- Has a significant, positive, and measurable impact, where impact is defined by the stated objectives of the work product</li> <li>- Is delivered within the time and cost limits allocated to the work product</li> <li>▪ Crosses traditional agency boundaries to benefit multiple agencies, including federal, state, and/or local</li> </ul> <p>While demonstrating exceptional performance in each of the following organizational values:</p> <ul style="list-style-type: none"> <li>▪ Teamwork and collaboration</li> <li>▪ Entrepreneurship</li> <li>▪ Excellence</li> <li>▪ Leadership</li> <li>▪ Ethics/Fairness</li> </ul>	as an individual or as part of a team